

## ▶ **LD010 – Leading Organizational Change**

The importance of acquiring the knowledge and tools for changing organizations successfully cannot be overemphasized.

This course focuses on specific concepts, theories and tools that can assist managers entrusted with the task of leading organizational change. Among other topics, the course will focus on the politics of change, successfully leading change efforts, downsizing, restructuring and reengineering, and organizational adaptation.

It focuses your attention on the impact of organizational change and transition on your employees at work and at home. The program engages you in a variety of learning approaches including diagnostics, role-plays, lectures, and video.

- ✓ Understand change & resistance from an individual, and organizational level.
- ✓ Recognize the signs and symptoms of resistance and how to appreciate resistance as a catalyst and creative force.
- ✓ Identify the issues of power, politics, fear and loss often associated with resistance to change.
- ✓ Learn different techniques and interventions for working with resistance in various organizational settings.
- ✓ Learn practical skills and hands-on tools for planning and guiding large-scale systemic change
- ✓ Improved ability to manage specific change projects
- ✓ The drivers of change and the models of organizational change
- ✓ The ability to apply change leadership tools, theories, and models to your situation
- ✓ A change leadership action plan that will substantially increase your odds of success.

**FYI:** This course is also covered within the University of Ontario Masters Qualification in Project & Portfolio Management offered in partnership with Bay3000.

**Knowledge Areas:** Integration, Time, Cost, Quality, Procurement, Human Resources, Communications, Risk, Scope.